

1 **RESOLUTION NO.**

2 **WHEREAS**, on December 5, 2019, the Council approved Resolution No.
3 20191205-066, which directed the City Manager to undertake a comprehensive
4 evaluation of the Austin Police Department (APD) training materials administered
5 to police cadets, and to revise training materials to the extent necessary to remedy
6 any findings from the review; and

7 **WHEREAS**, Resolution No. 20191205-066 also directed the City Manager
8 to complete the review and revision of training materials necessary to resume cadet
9 classes no later than September 2020, but stated: “If the aforementioned revisions
10 have not been implemented at least 30 days ahead of the start date for the anticipated
11 June 2020 cadet class, the cadet class may be rescheduled as deemed appropriate by
12 APD so long as the revisions have been implemented by the new start date. When
13 classes resume, space will be made available for an independent party to audit
14 classes and instruction;” and

15 **WHEREAS**, On August 12, 2020, the Council approved Ordinance No.
16 20200812-001, which included a budget rider direction stating: “The Council is
17 supportive of using the full funding from cutting all three classes to invest in other
18 areas of public safety, but we also believe we should not rule out the possibility that
19 one or two of those classes might still yet begin in FY21 depending on factors such
20 as having a revised curriculum successfully completed and an appropriate
21 recruitment program available. Considerations could be given to factors including
22 attrition rates, pension impacts, and funding that might become available (from
23 federally designated police funding or otherwise);” and

24 **WHEREAS**, in response to these Council actions the City has undertaken
25 multiple reviews of the APD cadet academy, including:

- 26 • Review and Strategic Plan by Dr. Sara Villanueva (May 2020)
- 27 • APD Training Academy Curriculum Review by Dr. Miguel Ferguson
- 28 (June 19, 2020)
- 29 • Community + APD Equity Assessment Series: APD Training and
- 30 Recruiting Divisions, The Peace Mill Research and Communications
- 31 (December 14, 2020)
- 32 • Racial Inequities and Institutional Racism, Joyce James Consulting
- 33 (November 2020)
- 34 • Community Report: Video Review Panel (January 18, 2021)
- 35 • Community Video Review Panel (CVRP): APD Training Academy
- 36 Videos, Final Report (January 14, 2021), and CVRP Summary Reports
- 37 from July 2020 to November 16, 2020 (noting APD’s concurrence with
- 38 CVRP’s recommendations); and

39 **WHEREAS**, on November 12, 2020, the Council approved Resolution No.
40 20201112-039, which authorized a contract with Kroll Associates, Inc. to provide
41 an assessment of the APD Training Academy, the preliminary findings of which
42 were presented to City Council on March 2, 2021; and

43 **WHEREAS**, the preliminary Kroll report includes 22 short-term and 10 long-
44 term recommendations, all of which APD has concurred with or has already started
45 to implement; and

46 **WHEREAS**, The Kroll report recommends: “The City should require an
47 ongoing, independent review of the academy by an outside monitor once the 144th
48 cadet class begins to ensure implementation of the above recommendations and to
49 help ensure that further adjustments and improvements are made moving forward.
50 Kroll understands that many would like to see a completely revised training program

51 that has addressed all issues before another class starts. We caution, however, that
52 until instructors are actively training recruits, it will be difficult to fully assess
53 whether the changes and recommendations currently being made or adopted are
54 sufficient;” and

55 **WHEREAS**, the City Manager has proposed a defined pathway forward for
56 creating a reimagined APD cadet academy as set forth in the document titled
57 “Blueprint for a Reimagined Police Cadet Training Academy” attached to this
58 Resolution, that is designed around the following core objectives:

- 59 • Addressing the concerns about APD cadet academy curriculum, training
60 techniques, and overall learning objectives that have been identified in
61 both the Resolutions listed above and by community members;
- 62 • Incorporating recommendations made to date from both the Kroll Report
63 and the APD’s own reviews of the academy under the Resolution No.
64 20191205-066;
- 65 • Acknowledging the work of, and incorporating input from, the Community
66 Video Review Panel, the City-Community Task Force on Reimagining
67 Public Safety, and other important community voices, as well as from the
68 City’s Equity Office and Office of Police Oversight;
- 69 • Creating a launching point for real reforms to cadet academy learning
70 objectives, curriculum, and training that align with the public safety
71 expectations of the Council and the residents of Austin;
- 72 • Addressing the City’s need to maintain adequate staffing within APD to
73 account for the effects of attrition and to ensure the safety and welfare of
74 the public; and

75 • Commencing the first reimagined APD cadet academy by no later than
76 June 7, 2021, so long as that academy can be conducted in accord with the
77 objectives stated here and as described in attached document; **NOW,**
78 **THEREFORE,**

79 **BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:**

80 The Council approves the steps outlined in the City Manager’s proposed
81 “Blueprint for a Reimagined Police Cadet Training Academy” attached to this
82 Resolution.

83 **BE IT FURTHER RESOLVED:**

84 The City Manager is directed to report to the Council and the public regularly
85 on the status and progress of the steps described in the attached Blueprint for a
86 Reimagined Police Cadet Training Academy, as described in that document.

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89 **ADOPTED:** _____, 2021 **ATTEST:** _____

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Jannette S. Goodall
City Clerk